

**HUMBER TEACHING NHS FOUNDATION TRUST  
JOB DESCRIPTION**

**Post and Speciality:** Consultant Psychiatrist in Old Age Psychiatry in Memory Clinic  
This is a replacement post.

**Royal College of Psychiatrists approval details:** RCPsych Ref No: XXXXXXXXX  
Approval details to be completed by RCPsych  
RCPsych to insert Approval Stamp

**Base:** Coltman Street, Hull, HU3 2SG

**Contract:** Number of programmed activities: 8

**Accountable professionally to:** Clinical Director / Medical Director

**Accountable operationally to:** Care Group Director / Clinical Director / Chief  
Operating Officer

**Key working relationships and lines of responsibility:**

**Line Manager:** Alison Couch

**Clinical Lead:** Dr Sarita Dasari

**General Manager:** Sarah Bradshaw

**Service Manager:** Alison Couch

**Responsible Officer and Medical Director:** Dr Kwame Fofie

**Deputy Medical Director:** TBC

**Director of Operations/ COO:** Lynne Parkinson

**Chief Executive:** Michele Moran

## 1. Introduction

Humber Teaching NHS Foundation Trust provides a broad range of community and inpatient mental health services, community services (including therapies), learning disability services, healthy lifestyle support and addictions services to people living in Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale. We provide care to a population of 765,000 people of all ages who live within areas of more than 4,700 square kilometres, which contains some areas of isolated rurality, dispersed major settlements and pockets of significant deprivation.

The Trust also runs Whitby Hospital, a community hospital providing inpatient, outpatient and community services to Whitby and the surrounding area, and three GP practices in the East Riding of Yorkshire.



## 2. Trust Details

The Trust employs approximately 2,800 staff across more than 79 sites at locations throughout Hull, the East Riding of Yorkshire and Whitby, Scarborough and Ryedale.

As a Teaching Trust, we work closely with our major academic partners, Hull York Medical School (HYMS) and the University of Hull, nurturing a workforce of tomorrow's doctors, nurses and other health professionals.

Our budgeted income for 2022/2023 is £186m, with the majority of this coming from the following providers: NHS England, NHS Humber and North Yorkshire Integrated Care Board (ICB) and Hull & East Riding Local Authorities. The area has communities ranging from those living in the Wolds and rural farming areas around Driffield and Market Weighton to the busy coastal towns of Bridlington, Hornsea and Withernsea.

## Our Vision

The Trust is a multi-speciality health and social care teaching provider committed to Caring, Learning and Growing. We aim to be a leading provider of integrated health services, recognised for the care compassion and commitment of our staff and known as a great employer and a valued partner.

**Caring** for people whilst ensuring they are always at the heart of everything we do

**Learning** and using proven research as a basis for delivering safe, effective, integrated care

**Growing** our reputation for being a provider of high-quality services and a great place to work

## Our Values and What They Mean

The way we deliver our services has a direct bearing on our patients and carers' experience of the Trust and, most importantly of all, their health. It also affects the morale of our staff and their job satisfaction. The following values shape the behaviour of our staff and are the foundation of our determination to:

- Foster a culture in which safe, high quality care is tailored to each person's needs and which guarantees their dignity and respect;
- Achieve excellent results for people and communities.
- Improve expertise while stimulating innovation, raising morale and supporting good decision making;
- Unify and focus our services on early intervention, recovery and rehabilitation;
- Engage with and listen to our patients, carers, families and partners so they can help shape the development and delivery of our healthcare;

Work with accountability, integrity and honesty; nurture close and productive working relationships with other providers and our partners.

We accept that this requires acting with courage at times

## We focus on learning and developing an open culture

We aim to provide the best services we can and constantly look at how we can improve them aspiring to excellence and be the best that we can be. We believe in the need to innovate and develop new models of care based on evidence, research and best practice. We are a teaching Trust and seek to improve standards of care and clinical effectiveness, value each other and develop teamwork. We believe in multi-disciplinary work, bringing together the right people, with the right skills, to care for our patients. We work across boundaries to deliver seamless service provision on behalf of our patients and their carers. We recognise, reward and celebrate success.

The Trust is divided into four Care Groups:

1. Community and Primary Care
2. Children's and Learning Disability Services
3. Secure Services
4. Mental Health Services – Planned and Unplanned

### 3. Service Details

This is an integral post in the delivery of multi professional memory services to older people across Hull and the East Riding. Based at our Coltman Street unit in Hull the post holder will have clinical responsibility for diagnosing complex cases, formulation, prescription of Cognitive Enhancers, reviewing CT Scan results and informing GPs if there are physical health problems. The Consultant will work with nursing and Psychology services to provide an Assessment Service.

There will be a requirement to hold and maintain S12 (2) and Responsible and Approved Clinician Status for On call Commitments which are 1 in 7.5 on Old People and Learning Disability Rota.

Crisis Intervention and Treatment Team for Older People (CITOP) provides a community alternative to admission with the facility to provide rapid and intensive support to older people with functional and organic presentation in the community as an alternative to hospital admission or to support early discharge. The team consultants maintain medical responsibility for patients in the care of CITOP.

The team currently operates from 08.00 hours – 12.00AM hours 7 days a week but plans and resources are in place to extend this to 24 hour services.

The service is supported by a dedicated team manager and a Modern Matron who provide operational and clinical support and oversight to both inpatient and CITOP teams working alongside the Consultant Psychiatrist to support safe and effective care.

The post holder will join an established team of Specialist Consultant Psychiatrists in Old Age alongside a wider established network of consultants covering all sub-specialties. There is weekly teaching and weekly peer-group events to support professional and personal development.

The Older People's Mental Health Services cover a wide geographic area comprising the City of Hull and the semi-rural county of the East Riding of Yorkshire. Our Community Mental Health Services are organized into locality services consisting:

- Hull Integrated care team for Older People CMHT
- Bridlington and Driffield CMHT
- Haltemprice and Beverley CMHT
- Goole CMHT
- Holderness CMHT

The Community Mental Health Teams are made of multi professional clinicians and practitioners including Consultant Psychiatrists, nursing, therapy and psychology. There is provision for specialist physiotherapy and in Hull our CMHT's are fully integrated with social care. In the East Riding social care is provided in close working relationships with Adult Social Care.

The CMHT's are enhanced with the provision of locally based developing Care Home Liaison Services. In addition we have a dedicated hospital liaison service for older people working within the local acute hospital supporting the management of those admitted into acute care.

Our inpatient services for older people include a unit in the East of Hull which provides for 14 mixed gender beds for those with a diagnosis of dementia this service has a dedicated Consultant Psychiatrist (this post) working with a multi professional team to meet and manage the needs of those who as a result of the diagnosis of dementia experience challenging and highly distressing symptoms. We have another inpatient unit for treatment and management of complex functional patients.

As a Trust we have received a CQC rating of good and we are proud of our developed mental health services across all age groups. Last year we have been shortlisted for the Health Service Journal Mental Health Provider Trust of the Year in recognition of our continued commitment to the development and enhancement of high quality patient care delivered in partnership.

We have a strong focus on Quality Improvement with opportunities for clinical staff at all levels to contribute to our ongoing work to further improve patient safety and quality using creative and inclusive QI methodology.

### **About Hull and East Yorkshire**

- Hulls population consists of mostly White British, comprising 89.7% of the population. 4.1% of the population identified as Other White, followed by 2.3% Chinese and Other Races, 1.3% Mixed Race, 1.2% Black, and 1.1% South Asian, and 0.3% White Irish. The majority of the resident of Hull identify as Christian, with 71.7% identifying as such at the time of the last census. 18% of residents do not affiliate with any religion. During the time of the poll, church attendance in the city was the lowest in all of the United Kingdom.
- The city also has a high rate of unemployment, as reported during the 2011 Census. Almost half of the residents living in the city rent their homes, exceeding the national average of renters.
- East Riding of Yorkshire Council covers approximately 930 square miles, making it one of the largest unitary authorities in the country.
- The East Riding is a predominately rural area with over half the population living in dispersed rural communities. In total, there are 333 settlements, ranging from large towns to small, isolated hamlets and farmsteads.
- The largest town in the East Riding is Bridlington, other major settlements are Beverley, Goole and the Haltemprice area to the west of Hull which includes Cottingham, Hessle and Anlaby/Willerby/Kirkella.
- The East Riding is generally an affluent area and is ranked amongst the least socially deprived areas in England.
- There are pockets of deprivation in places such as Bridlington, Goole and south-east Holderness.
- Increasingly, the East Riding population is becoming older due to migration by retired people, particularly to coastal resorts.

In terms of housing and conversely to Hull, the relative affordability of the area means a high proportion of households in East Yorkshire are owner/occupiers.

#### 4. Local Working Arrangements

The Trust is seeking a consultant psychiatrist to join our established multi professional team at Memory Clinic at Coltman Street ,Hull.

The service provides Memory services for the local population of Hull and East Yorkshire commissioned by the local NHS Humber and North Yorkshire Integrated Care Board (ICB) Humber and North Yorkshire Health and Care Partnership. This is an Assessment and Diagnostic Service only. There are Nurse prescribers who also prescribe Cognitive enhancers along with Consultant Psychiatrist

The established team works collaboratively and with clinical expertise as a multi-disciplinary team including nursing and psychology.

##### **The team consists of:**

- 1.0 whole time equivalent (WTE) consultant psychiatrist
- 1 WTE Specialist Doctor
- 0.8 Psychologist band 8b
- 1 WTE medical secretary, Band 3
- 1.8 WTE Administrator band 3
- 0.4 WTE administrators band 2
- 1 WTE Band 7 Team Manager
- 0.8 WTE Band 7 Clinical Lead
- 3.6 WTE Band 6 RMN
- 1.7 WTE Band 5 RMN
- 1.5 WTE Band 4 Psychology Assistant
- 2 WTE Band 3 Nursing Assistants

The Consultant Psychiatrist leads an effective multi-disciplinary team providing clinical leadership, management of effective flow and delivery of excellent patient centered and personalised care whilst ensuring patient safety and team/family engagement is delivered alongside the Senior Nurses and Psychologists.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services, being involved with the Ward Manager and Modern Matron in helping to steer the development of the service in line with the strategic direction of the organisation and the NHS Long Term Plan and relevant Clinical Guidance.

##### **Referral rates:**

There are on average 170 referrals a month.

##### **Current case load numbers:**

1600 patients on caseload, which are managed centrally with the nursing team carrying the majority of the caseload.

## **Number of clinics a week:**

There are daily patient clinics for formulation and feedback.

## **Continuing Professional Development (CPD)**

CPD is supported by the Trust and all Consultants are encouraged to be in good standing with the CPD requirements of the Royal College of Psychiatrists. Time and funding is available to provide 10 days study leave in a year or 30 days over a 3 year period. Time is also given to complete mandatory training leave. The appointee will be required to participate in CPD peer review.

## **5. Clinical Leadership and Medical Management**

The Trust currently comprises of 4 Care Groups, each of which has a Clinical Lead / Associate Medical Director. The clinical leadership and medical management structure is currently subject to review.

## **6. Appraisal and Job Planning**

All doctors employed by the Trust are required to participate in an annual appraisal by a trained appraiser which will be pre-allocated to them. The Trust has a network of trained medical appraisers. The outcome of the appraisals forms the basis of the decision by the Responsible Officer (Medical Director) to recommend revalidation to the General Medical Council. The appraisal process is in accordance with the Trust's Medical Appraisal & Revalidation Policy.

A formal job plan will be agreed between the appointee and the Clinical Director approximately three months following the commencement date of the appointee. The proposed 10 PAs job plan is to be used as a guide for the first three months. Thereafter job planning is held annually. This is a prospective agreement that sets out the consultant's duties, responsibilities and objectives for the coming twelve months. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, continuing professional development and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external to the employing organisation. In addition, it should include personal objectives, including the link to the wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

The Trust recommends mentors for newly appointed consultants and will make arrangements for providing a mentor from within the organisation or will support a Consultant who wishes to engage in mentoring external to the Trust.

## **7. Teaching and training**

### **7.1. Post Graduate Training**

The Trust runs a successful Core training programme in psychiatry with 16 trainees rotating through various sub-specialties across the East Riding of Yorkshire and NE Lincolnshire Rotation. The scheme is fully approved by the Royal College of Psychiatrists.





Core trainees attend the preparation course at the University of Leeds for one day a fortnight during the academic year, and actively participate in the Wednesday morning local teaching programme which includes invited speakers as well as journal clubs. Consultants are encouraged to attend to support their trainees and to promote their own continuing professional development. Trainees gain experience of psychotherapy under the guidance of Psychotherapy tutors and supervising psychologists. They will also attain ECT competencies during the first 3 years of their training.

There are a number of higher trainees (ST 4-6) across the Trust's services, including CAMHS, Forensics, Learning disability, General adult and Older people services. Higher trainees can also choose to undertake special interest in niche areas, such as Substance misuse, perinatal psychiatry or PICU. In addition, the Trust also trains GP trainees and Foundation Doctors. The post holder will need to be registered/trained by the Deanery as an Educational Supervisor for Core, Foundation and GP trainees. To support training orchestration and trainees, the Trust has dedicated members within the department of medical education; including Director of medical education, Head of Medical Education & Medical Directorate Business, College Tutor, Higher training tutor, psychotherapy tutors, IMG champion and Guardian of safe working.

The Knowledge Management and Library Services work in partnership with the Libraries of Hull Royal Infirmary, Castle Hill Hospital and the local NHS Commissioners. All staff are entitled to full membership of these libraries and also to membership of Brynmor Jones Library, University of Hull. The Librarian provides inter-library loans, current awareness service, mediated literature searches and guidance in 'information retrieval skills'.

The Trust emphatically support additional personal development and CPDs. Appropriate and approved course can be claims through the relevant study leave process. The Trust also holds an active account with Andre Sims and MIAD, where a number of useful courses including S12/AC status, communications skills and leadership masterclasses, and many more can be discovered.

## **7.2. Undergraduate Medical Teaching**

The Trust is a Teaching Trust and therefore considers the active participation of consultant and other medical staff in teaching and training to be part of core activities. Not all consultants will have regular and substantial teaching commitments but all will be involved in related activities from time to time. It is therefore expected that all consultants will be familiar with the principles of effective teaching and will enable the service and colleagues to fulfil their obligations to learn and teach about effective care.

Our Trust is an active partner of the Hull York Medical School (HYMS) for teaching medical undergraduates and all consultant medical staff are expected to participate to the level agreed within their service.

Where it is agreed by the Associate Director of Clinical Studies (ADoCS), and Clinical Director that the post holder will be significantly involved in delivering undergraduate medical teaching, the following requirements have been agreed with Hull York Medical School:

In accordance with its Policy on Honorary Titles, the Hull York Medical School will award the title of Honorary Senior Lecturer to the Consultant appointed to the role in recognition of their willingness to participate in undergraduate teaching in support of these arrangements. The honorary title will be awarded for a period of 5 years and renewable thereafter as appropriate.

This honorary title will entitle the consultant to request access to the Hull York Medical School, and University premises and facilities, including the use of the Medical School's IT systems and the Universities' library services.



In accepting the role, the appointee will undertake to satisfy the criteria for the award of an Honorary University title, which will include:

- a) Contribution to teaching and assessment (including examinations) of medical students as agreed with the Associate Medical Director and Associate Director of Clinical Studies (ADoCS).
- b) Attend the Hull York Medical School tutor induction course or equivalent within the first 2 years (not required for renewals).
- c) Show a commitment to learning and teaching by having attended at least 2 relevant courses over 5 years (as identified on an individual basis and as relevant in that particular field). This may include, for example, training in lecturing, student assessment or, peer reviewing.
- d) Participate in peer reviews or a similar review of teaching, as advised by the Trust Associate Director of Clinical Studies (ADoCS)."

The Trusts Director of Medical Education is Dr Soraya Mayet, and our College Tutor is Dr Doug Ma.

## **8. Research**

Humber Teaching NHS Foundation Trust has a well-established Research Department which sits within the Medical Directorate and is managed by the Assistant Director Research & Development. Our Trust recognises the importance of investing in research, enabling our staff to learn and grow and our community to participate in healthcare improvement. As a research-active Trust we work with local, national and international research experts and evaluate innovative healthcare interventions.

We are partners in the National Institute for Health and Social Care Research Clinical Research Network ((NIHR CRN) for Yorkshire and Humber and can support you with various opportunities, including taking on local Principal Investigator roles in research projects, with support from our research team as required, or even leading on and generating research as a Chief Investigator in your own right. The Trust has been very successful in recruiting participants for various NIHR 'Portfolio' studies and has a team of researchers who promote, facilitate and support these studies in collaboration with clinicians. Links have been established with various higher education institutions and new ones are being formed for future collaboration on research studies.

Our Research Conference is a sell-out event each year. In 2022 over 460 people registered, from a huge range of organisations and professional groups. Speakers covered a wide variety of topics, from many different specialties and varied professions. We view research as a core component of our clinical services, enhancing our offer to those who access our services, but also making Humber Teaching NHS Foundation Trust an excellent place for staff to work, learn and innovate. Our Research team welcome contact from practitioners who are interested in getting involved in research.

A research strategy, approved by the Trust's Board, is in place and includes the following priorities:

- 1. Research embedded as a core component of clinical services
- 2. Enhanced community involvement and awareness
- 3. Growing our strategic research presence and impact



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A provider of integrated health and social care services across Hull, East Yorkshire, North Yorkshire and beyond.

## **9. Mental Health Act and Responsible Clinician Approval**

The post holder will be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12 (2) MHA and will be expected to renew the approval according to agreed procedures.

## **10. Secretarial support and office facilities**

- There are flexible arrangements for the use of offices, plus an office is provided at the Coltman Street base.
- A phone, Laptop and dictaphone are all provided with the job along with administrative support, and full IT support is available.

The administrative support for the postholder meets the guidelines set out in the College's position statement PS06/2016 ([https://www.rcpsych.ac.uk/pdf/PS06\\_16.PDF](https://www.rcpsych.ac.uk/pdf/PS06_16.PDF)) on this matter.

## **11. Clinical duties of post holder**

In fulfilling the clinical duties of the post the Consultant will be expected to undertake the following:

- Clinical Leadership in Memory Clinic in partnership with Psychology and Nursing Colleagues etc.
- Formulation of assessments,
- Management of complex cases
- Assimilation of all data provided at formulation.
- Consideration of reported Scanning information
- Presence at MDT, Feedback of complex diagnosis
- Medication decision making and initiation
- clinical support to independent prescribers
- Review and Action on the receipt of yellow coded imaging reports
- Accurate documentation of interventions
- Multi-disciplinary, multi-agency and partnership working.

## **12. Training Duties**

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.
- Taking part in continuing medical education within statutory limits.

### 13. Clinical governance and quality assurance

Each consultant is responsible for the management of their practice. This includes the supervision, appraisal performance management and discipline of junior doctors who are attached to them. Doctors are expected to cooperate in using the best available evidence and up to date guidelines in order to achieve best clinical practice and cost-effective care. All consultants are required to participate in the agreed clinical governance agenda, which includes clinical audit. An established programme of continuous quality improvement including clinical audit exists within the Adult Mental Health service and the appointee will be expected to participate in this.

HTFT staff must be aware of the individual professional responsibilities to develop their practice and deliver care through a clinical governance framework, i.e., Continuing Professional Development, Audit and Supervision.

All staff should understand the role of the national agendas and systems for improving quality of care provision (National Service Frameworks, strategies, National Institute for Clinical Effectiveness, Strategic Health Improvement).

### 14. Quality improvement

Consultants are encouraged to promote and participate in Quality Improvement which includes:

- To lead and manage a team in a way that supports the development of a culture of continuous improvement and learning.
- To utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- To support the empowerment of the team to resolve local issues on a daily basis using the tools and methods of quality improvement without staff having to seek permission.
- To promote awareness and understanding of quality improvement, and share learning and successes from quality improvement work.

### 15. General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competencies under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder, operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
  - To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
  - To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.



- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

## **16. External duties, roles and responsibilities**

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Medical Director and, as necessary, the Chief Executive Officer.

## **17. Other duties**

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

## **18. Work programme**

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the Clinical Manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

## **19. On-call and cover arrangements**

There are no on-call commitments to this post.

## **20. Equality, Equity, Diversity, and Inclusion**

The Humber Teaching NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity. This also goes as far as recognising that we do not all start from the same place and must acknowledge and make adjustments to such imbalances to ensure both fairness and social justice.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.



**Caring, Learning  
& Growing Together**

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment.

A provider of integrated health and social care services across Hull, East Yorkshire, North Yorkshire and beyond.

Because of this the Humber Teaching NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

## 21. Wellbeing

- The Occupational Health Service is an independent confidential service that provides an impartial advisory service to both employers and employees. The OH service provides advice on health effects on work and work effects on health which is both independent and fair, recognising the needs of the employers and the rights of employees. The post holder can self-refer or be referred through their manager for Physiotherapy Services, Wellbeing Services and Health Services; offering blood pressure checks, flu jabs, general health and advice. The post holder will have access to a 24 hour employee assistance service, which provides free Counselling, CBT and Wellbeing resources, including face to face, online and legal and financial support. Information relating to OH and employee assistance will be disseminated at Induction and regularly when in post to ensure the post holder has timely access to the details whilst seeking help if necessary.

The post holder will have access to Humber Teaching NHS Foundation Trust, Occupational Health (OH) Department, based at Skidby House, Willerby Hill Business Park, Beverley Road, Willerby, HU10 6ED; Telephone: 01482 389335 / 01482 389333; Email: [hnftr.occupationalhealthdepartment@nhs.net](mailto:hnftr.occupationalhealthdepartment@nhs.net)

- The Trust has proactive local organisational systems to support doctors' wellbeing following Serious Incidents and Significant Events that involve patients in their care.
- The Trust identifies that Job Planning is a professional as well as contractual obligation for consultants, and employers. Regular reviews of the efficient and effective use of consultant's time are critical during a busy period. When there are changes in the pre-agreed workloads, for example, unexpected cover of a different unit/service outside of the casual cross-cover arrangement, a timely job planning review will be arranged with the line manager before cover starts. This will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A suitable job plan adjustment will be agreed if a new working arrangement is to proceed.
- The Trust invests in staff health and wellbeing and actively supports and encourages a good work-life balance. Peer group arrangements are in place for each specialty and Balint groups take place on a regular basis led by a consultant. There are arrangements in place for staff to have individual risk assessment with regards to covid, the use PPE and working arrangements including support for remote working if required.

## 22. Contract agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

## 23. Leave

The post-holder is entitled annual leave in line with Consultants National Terms and Conditions of Service and 30 days study leave over three years. The leave entitlements of consultants in regular appointment are additional to eight public holidays and two statutory holidays or days in lieu thereof.



## Visiting arrangements (key contact numbers, trust website etc.)

Applicants are encouraged to visit the Trust. Further information and visits can be arranged through:

**Michele Moran**  
Chief Executive

Tel: 01482 389107

**Dr Kwame Fofie**  
Medical Director

Tel: 01482 301701

Dr Sarita Dasari  
Clinical Lead  
Older Peoples Mental Health Services

Tel: 01482 226226

**Sarah Bradshaw**  
General Manager  
Mental Health Services – Planned Care

Tel: 01482 389243

## Website

The website for HFT is [www.humber.nhs.uk](http://www.humber.nhs.uk)

The website for MHARG is <https://www.york.ac.uk/healthsciences/research/mental-health/>

Suggested Draft Timetable:

| Day                              | Time                               | Location                   | Work  | Category | No. of PAs |
|----------------------------------|------------------------------------|----------------------------|---|----------|------------|
| <b>Monday</b>                    | AM                                 | Memory Clinic              | Clinical reviews, MDT working                                       | DCC      | 1          |
|                                  | PM                                 | Memory Clinic              | Clinical leadership/MDT working<br>Clinical administration          | DCC      | 1          |
| <b>Tuesday</b>                   | AM                                 | Memory Clinic              | Feedback /Family Liaison  | DCC      | 1          |
|                                  | PM                                 |                            | MDT   | DCC      | 1          |
| <b>Wednesday</b>                 | AM                                 | Remote Teaching currently. | Teaching/CPD  | SPA      | 1          |
|                                  | PM                                 | Memory Clinic              | Clinical reviews, MDT working                                       | DCC      | 1          |
| <b>Thursday</b>                  | AM                                 | Flexible                   | Consultant Peer Group/Trust Meetings/Supervision of Jnr/admin/audit | SPA      | 1          |
|                                  | PM                                 | Maister Lodge              | Ward clinical work. S117<br>Flexible to patient need/Family Liaison | DCC      | 1          |
| <b>Friday</b>                    | AM                                 |                            | NON Working Day   |          |            |
|                                  | PM                                 |                            | Non working day   |          |            |
| <b>Unpredictable / emergency</b> |                                    |                            |   |          |            |
| <b>Total PAs</b>                 | Direct clinical care               |                            |   |          | 6.0        |
|                                  | Supporting professional activities |                            |   |          | 2.0        |





## Appendix 1: person specification/selection criteria for consultant

### Abbreviations for when assessed:

Scr: Screening prior to short-listing    SL: Short-listing from application form    AAC: Advisory Appointments Committee

Ref: References    Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

### Person Specification

|                                     | Essential                                  | Desirable   | How assessed |
|-------------------------------------|--|---|--------------|
| <b>Qualifications and Knowledge</b> | MB BS or equivalent medical qualification. | Qualification or higher degree in medical education, clinical research or management<br><br>MRCPsych<br><br>Additional clinical qualifications. | SL, SCR      |

|  |  |   |                          |
|--|--|---|--------------------------|
| <b>Eligibility</b>                               | <p>Fully registered with the GMC with a licence to practise at the time of appointment.</p> <p>Included on the GMC Specialist Register OR within six months.</p> <p>Approved clinician status OR able to achieve within 3 months of appointment (the Trust will appoint a section12(2) to provide this role in the sector during the transition)</p> <p>Approved under S12 OR able to achieve with 3 months of appointment</p> | <p>In good standing with GMC with respect to warning and conditions on practice</p>                             | <p>Scr</p>               |
| <b>Clinical Skills, Knowledge and Experience</b> | <p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p>  | <p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p> | <p>Scr, SL, AAC, Ref</p> |



|  |  |   |               |
|--|--|---|---------------|
|  | <p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>  |   |               |
| <b>Academic skills and lifelong learning</b> | <p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work in and lead team</p> <p>Demonstrate commitment to shared leadership &amp; collaborative working to deliver improvement.</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation</p> | <p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led clinical audits leading to service change or improved outcomes to patients</p> | SL, Pres, AAC |



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|------------------|--|--|-----|
|                  | <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes</p> |  |     |
| <b>Transport</b> | <p>Holds and will use valid UK driving licence OR provides evidence of proposed alternative.</p>   |  | Scr |